

PERSONAL DEVELOPMENT – GETTING STARTED

When The Evans Group begins with new clients we put in our contracts that our consulting company provides personal development as part of our work. Using our industrial psychology approach, we try to teach a number of important principles that can help you, as an owner of a business, develop both YOU, and your business.

Business and life are often perceived as a game of black and white. In this game, we all want “white to win”. We see “black” as things that go wrong, that mess up what we want, and that “shouldn’t have happened, were bad luck, or just horrible”. White must win is not realistic thinking, and doesn’t always happen. Not all will be good in life. **Suffering, however, does not come from resistance, but from the resistance itself.**

Everything really just “is”. We as people project good and bad, or something in between, onto things. (Our perception of things then become our reality.)

The word “terms” means “ends”; in mathematics language these are “limits”. As an example...pick up a stick. Immediately you see two “ends” to the stick. The reality is that the two ends don’t even really exist as two separate things. The stick is the stick. We perceive the ends, and thusly “create” them.

“A tree is made of wood”...is really a “tree IS wood”. “Lightening flashed”, “it is raining”, or “water flowed” are wrong statements, but we as people use them daily. Water does not flow...the flowing and the water are the same thing. “It” does not rain. Rain is. Learning how we as people take words and create realities from them can be key for your understanding of YOU, and of your business.

When evaluating something try to eliminate “true or false”...examine by “is it resourceful, or not?”

Watching is a key to life, and to business success. This is often called “the **silent witness**”. When you are “doing something” the goal is to step back from yourself and watch the event unfold, not simply be “in it”...by doing this, you witness the situation, your behavior, and other people’s behavior.

This couples with “listen first to understand, not to be understood”. What is really happening is not what you think...but is the “space” between the thoughts. Witnessing, or stepping back and just watching a situation that you are participating in, is a fascinating and effective business and personal tool that can help you not “act” and “be so involved you miss the situation” and can allow you to “step back” and see just how you are acting, and how others are.

Intensity of thinking...style...is best conveyed with directive, focus, and “requests for help”.

There are 11 things a business does to succeed, 11 to fail, and each of these 11 “interact” with the personal development of an owner. Here are the first 5 things we discuss:

Successful Business/People	Failing Business/People
Implements – The Main Thing is to Keep the Main Thing the Main Thing©	Fails to implement keeping – The Main Thing is to Keep the Main Thing the Main Thing©
Fires people that do not perform or add value	Does not fire people who do not perform or add value
Continually surrounds themselves with people that allow them to think and develop and “not do” things they shouldn’t do	Fails to surround themselves with people that allow them to think and develop, allowing them to continue as they are doing and consequently get caught up in detail
Sets accountabilities for self and staff. Is strict and “right” in deadlines/timelines and communicates changes. Follows-up and asks how we are doing in completing project, or what changes need to be made.	Talks big and does nothing. Spends time discussing what to do with few timelines or accountabilities to actually get anything done. Begins with projects with little follow-up and midway through, find communication was incomplete throughout process. Projects often are not completed or end result not what was expected.
Limits multi-tasking to single-tasking and “chunking” large project work (doing projects in stages). Keeps focusing on “first things first.”	Tries multi-tasking many projects at one time and just “spins” with too much to do and accomplishes little.

At The Evans Group, we teach in stages for both restructuring and personal development, so we begin with just 5 of our 11 business principles as the human brain can only handle up to 4-5 pieces of input at one time. All commentary above is more “how to change” and “think,” but an important part of how you and your business can develop.

From what I know, life is short. Work, money, business are just “games” we play within life itself, and are NOT the only game, nor should they be.

Games are challenging, exciting, and can be fun. Cheating at games never works; the cheater always gets caught.

The above is to help “think” what is, and what can be. To make sure we stay focused on the “Main Thing”.